



Report to the Auburn City Council

Action Item	5
Agenda Item No.	

City Manager's Approval

To: Honorable Mayor and City Council Members
From: Robert Richardson, City Manager
Andy Heath, Administrative Services Director
Date: July 8, 2013
Subject: Employee Association Memoranda of Understanding

The Issue

Shall the City Council approve the negotiated Memoranda of Understanding between the International Association of Firefighters, Local 4110 and Auburn Police Sergeants Association; and implement the approved salary and benefit adjustments for the City of Auburn mid-managers and confidential/unrepresented employee groups?

Conclusions and Recommendations

By **RESOLUTION** adopt the Memorandum of Understanding between the International Association of Firefighters, Local 4110 and the City of Auburn for the period July 1, 2013 through June 30, 2014, and authorize the City Manager to sign on behalf of the City.

By **RESOLUTION** adopt the Memorandum of Understanding between the Auburn Police Sergeants Association and the City of Auburn for the period July 1, 2013 through June 30, 2014, and authorize the City Manager to sign on behalf of the City.

By **RESOLUTION** adopt the approved salary and benefit adjustments between the mid-management employee group and the City of Auburn for the period July 1, 2013 through June 30, 2014.

By **RESOLUTION** adopt the approved salary and benefit adjustments between the confidential/unrepresented employee group and the City of Auburn for the period July 1, 2013 through June 30, 2014.

Background

As a means to secure current Memoranda of Understanding (MOU) between the City of Auburn and various bargaining units / employee groups, the City of Auburn and several bargaining units / groups entered into negotiations earlier this year. The negotiation

process has concluded with four bargaining groups / employee groups, who have tentatively agreed to the following general changes:

International Association of Firefighters, Local 4110

- Term of MOU - 12 month MOU effective July 1, 2013 – June 30, 2013.
- Salary Increases - 4% of base salary, effective July 1, 2013.
- Implementation of a traditional rank structure by modifying position titles to reflect industry standards and facilitate interaction with regional fire departments.
- Incorporation of current Family Leave language practice into MOU.
- Consideration of lower-cost Employee Assistance Program (EAP) as a potential substitute for the existing EAP.
- Inclusion of unused portion of city-funded medical costs into employee earnings.
- Incorporation of the new PEPR (Retirement Reform) language into MOU.

Total Estimated FY 1314 Fiscal Impact (General Fund) = \$49,628

Auburn Police Sergeants Association

- Term of MOU - 12 month MOU effective July 1, 2013 – June 30, 2014.
- Salary Increases - 4% of base salary, effective July 1, 2013.
- One-Time Payment - 4% one-time, non-pensionable payment (FY 1213 carryover).
- CalPERS Swap - 3.16% added to base salary in exchange for employee's payment of additional 4% of CalPERS Retirement Employee Share (cost-neutral).
- Graveyard Premium - Additional 2.5% of base pay for working graveyard.
- Detective Premium - Additional 2.5% of base pay for Sergeant working as Detective Sergeant.
- Vacation Sell Back - Provide one-time opportunity for employee to sell back up to 108 hours of vacation (54 hours in December 2013 and 54 hours in June 2014).

Auburn Police Sergeants Association, cont.

- Workout Program - Work with City to develop on-duty workout program, which expires at the end of this agreement.
- Pay for Performance - Work with City to develop Pay for Performance Program, which expires at the end of this agreement.

Total Estimated FY 1314 Fiscal Impact (General Fund) = \$58,884

Total Potential Vacation Payout – FY 1314 = Up to \$26,674

Mid-Management Employee Group

- Term of Agreement - 12 month Agreement effective July 1, 2013 – June 30, 2014.
- Salary Increases - 4% of base salary, effective July 1, 2013.
- Technology Allowance - \$1,000 one-time technology allowance available to Senior Planner and Building Official
- One-Time Payment - 4% one-time, non-pensionable payment (FY 1213 carryover) for Police Lieutenant only.
- MOU Development - City and Employee Group to develop a comprehensive MOU specific to Mid-Management Employee Group.

Total Estimated FY 1314 Fiscal Impact (General Fund) = \$19,371

Confidential / Unrepresented Employee Group

- Term of Agreement - 12 month Agreement effective July 1, 2013 – June 30, 2014.
- Salary Increases - 4% of base salary, effective July 1, 2013.
- CalPERS Payment - Employees' responsible for 7% payment of CalPERS Retirement Employee Share.
- MOU Development - City and Employee Group to develop a comprehensive MOU specific to Confidential / Unrepresented Employee Group.

Total Estimated FY 1314 Fiscal Impact (General Fund) = (\$4,260)

Total Estimated FY 1314 Fiscal Impact (Transit Fund) = (\$1,877)

Alternatives Available to Council; Implications of Alternatives

1. Adopt the resolutions authorizing the City Manager to execute the Memoranda of Understanding between the International Association of Firefighters, Local 4110 and Auburn Police Sergeants Association; and implement the approved salary and benefit adjustments as they relate to the City of Auburn mid-managers and confidential/unrepresented employee groups.
2. Do not adopt the resolution(s) and direct the City Manager accordingly.

Fiscal Impact

The total net incremental base-budget fiscal impact for the above changes is:

Fiscal Year 2013-14 -	\$123,623	General Fund
	\$ 1,877	Transit Fund Savings

The fiscal impacts referenced above have been included in the budget being recommended for Fiscal Year 2013-14.

The tentative Memorandum of Understanding between the City of Auburn and the above noted bargaining groups are available for review in the City Clerks Office and the Administrative Services Department

1 RESOLUTION NO. 13-
2 RESOLUTION AUTHORIZING EXECUTION OF INTERNATIONAL ASSOCIATION
3 OF FIREFIGHTERS LOCAL 4110 MEMORANDUM OF UNDERSTANDING
4 -----

5 THE CITY COUNCIL OF THE CITY OF AUBURN DOES HEREBY RESOLVE:

6 That the City Council of the City of Auburn does hereby adopt the
7 Memorandum of Understanding between the International Association of
8 Firefighters (IAFF) Local 4110 and the City of Auburn for the period July 1,
9 2013 through June 30, 2014, and authorizes the City Manager to sign on
10 behalf of the City.

11
12 DATED: July 8, 2013

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14 _____
Kevin Hanley, Mayor

15 ATTEST:

16 _____
Stephanie L. Snyder, City Clerk

17
18 I, Stephanie L. Snyder, City Clerk of the City of Auburn, hereby certify
19 that the foregoing resolution was duly passed at a regular meeting of the City
20 Council of the City of Auburn held on the 8th day of July 2013 by the following
vote on roll call:

21
22 Ayes:
23 Noes:
24 Absent:

25 _____
Stephanie L. Snyder, City Clerk

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RESOLUTION NO. 13-
RESOLUTION AUTHORIZING EXECUTION OF AUBURN POLICE SERGEANTS
ASSOCIATION MEMORANDUM OF UNDERSTANDING

THE CITY COUNCIL OF THE CITY OF AUBURN DOES HEREBY RESOLVE:

That the City Council of the City of Auburn does hereby adopt the
Memorandum of Understanding between the Auburn Police Sergeants
Association (APSA) and the City of Auburn for the period July 1, 2013 through
June 30, 2014, and authorizes the City Manager to sign on behalf of the City.

DATED: July 8, 2013

Kevin Hanley, Mayor

ATTEST:

Stephanie L. Snyder, City Clerk

I, Stephanie L. Snyder, City Clerk of the City of Auburn, hereby certify
that the foregoing resolution was duly passed at a regular meeting of the City
Council of the City of Auburn held on the 8th day of July 2013 by the following
vote on roll call:

Ayes:
Noes:
Absent:

Stephanie L. Snyder, City Clerk

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RESOLUTION NO. 13-
RESOLUTION AUTHORIZING SALARY AND BENEFIT ADJUSTMENTS FOR THE
MID-MANAGEMENT EMPLOYEE GROUP

THE CITY COUNCIL OF THE CITY OF AUBURN DOES HEREBY RESOLVE:

That the City Council of the City of Auburn does hereby approve the salary and benefit adjustments for the Mid-Management Employee Group for the period July 1, 2013 through June 30, 2014.

- Base salary adjustment of 4%, effective July 1, 2013
- \$1,000 one-time technology allowance available to Senior Planner and Building Official
- 4% Non-Pensionable one-time payment for Police Lieutenant
- City and Employee Group to develop a comprehensive MOU specific to Mid-Management Employee Group.

DATED: July 8, 2013

Kevin Hanley, Mayor

ATTEST:

Stephanie L. Snyder, City Clerk

I, Stephanie L. Snyder, City Clerk of the City of Auburn, hereby certify that the foregoing resolution was duly passed at a regular meeting of the City Council of the City of Auburn held on the 8th day of July 2013 by the following vote on roll call:

Ayes:
Noes:
Absent:

Stephanie L. Snyder, City Clerk

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RESOLUTION NO. 13-
RESOLUTION AUTHORIZING SALARY AND BENEFIT ADJUSTMENTS FOR THE
CONFIDENTIAL / UNREPRESENTED EMPLOYEE GROUP

THE CITY COUNCIL OF THE CITY OF AUBURN DOES HEREBY RESOLVE:

That the City Council of the City of Auburn does hereby approve the
salary and benefit adjustments for the Confidential / Unrepresented Employee
Group for the period July 1, 2013 through June 30, 2014.

- Base salary adjustment of 4%, effective July 1, 2013.
- Employees assume responsibility for 7% payment of CalPERS Retirement Premium employee share.
- City and Employee Group to develop a comprehensive MOU specific to Confidential / Unrepresented Employee Group.

DATED: July 8, 2013

Kevin Hanley, Mayor

ATTEST:

Stephanie L. Snyder, City Clerk

I, Stephanie L. Snyder, City Clerk of the City of Auburn, hereby certify
that the foregoing resolution was duly passed at a regular meeting of the City
Council of the City of Auburn held on the 8th day of July 2013 by the following
vote on roll call:

Ayes:
Noes:
Absent:

Stephanie L. Snyder, City Clerk